

Hoak Media of Colorado  
 KREX-KREY-KREG-KGJT  
 EEO Public File Report  
 12/1/12-11/30/13

I. Vacancy List

Position	Job Title	Date Filled	Source which Referred Interviewees	Number of Interviews per source	Hiree Referral Source	Recruitment Sources (RS) used to fill Vacany-See Sect II
1	Account Manager	01/30/13	KREX On air ad KREX Website	2 1	KREX On air ad	12,18,21,23,29,30
2	Account Manager	03/25/13	KREX On air ad KREX Website	2 1	KREX On air ad	12,18,21,23,29,30
3	Technical Director	03/27/13	Employee Referral KREX Website	1 3	KREX Website	12,18,23,29,30,32
4	Account Manager	05/21/13	KREX On air ad KREX Website	5 1	KREX On air ad	12,18,21,23,29,30
5	P/T Production Asst	06/25/13	KREX Website	3	KREX Website	12,18,23
6	Account Manager	08/12/13	KREX On air ad KREX Website	3 1	KREX On air ad	12,18,21,23,29,30
7	Account Manager	08/26/13	KREX On air ad KREX Website CBA Website	2 2 1	KREX On air ad	12,18,21,23,29,30
8	Creative Services	09/12/13	Referral KREX Website TV Jobs.com KREX internal board	1 1 1 1	Referral	12,18,21,23,29,30
9	News Reporter	09/11/13	TV Jobs.com Agent Career Page.Org	6 1 1	TV Jobs.com	3,12,18,23,29
10	News Reporter	09/30/13	TV Jobs.com Agent Career Page.Org	6 1 1	TV Jobs.com	3,12,18,23,29
11	Technical Director	09/11/13	KREX Website Referral Indeed.com	2 3 2	Referral	12,18,23,29,30,32,33
12	P/T Production Asst	09/23/13	KREX Website Referral Colorado Broadcasters Assoc. Walk In	1 2 1 1	Walk In	12,18,23,29,30,32,33
13	News Reporter	10/07/13	TV Jobs.com Agent	6 1	TV Jobs.com	3,12,18,23,29
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II: Recruitment List

RS Number	RS Information	Source entitle to vacancy notification	Number of Interviews referred by RS over reporting period
1	Daily Sentinel Classifieds 734 S 7th St Grand Junction, CO 81502 970-242-1313	N	
2	Broadcasting and Cable Attn: 360 Park Ave Sth 14th Floor New York, NY 10010 646-746-6949	N	
3	TVJobs.com <a href="http://www.tvjobs.com">www.tvjobs.com</a>	N	19
4	Grand Junction Free Press Classifieds 145 N 4th Street Grand Junction, CO 81505 970-243-2200	N	
5	Intellitec Colleges Attn: Pam Crater 772 Horizon Dr Grand Junction, CO 81504 970-245-8101 <a href="mailto:pcrater@intellitec.edu">pcrater@intellitec.edu</a>	N	
6	KYFR-TV Dick Heidt 200 north 4th St Bismark ND 58501 701-255-5757	N	
7	KMOT-TV Tom Ross 1800 SW 16th St Minot, ND 58701 701-852-4101	N	
8	KOCD-TV Risa Gran 373 21st Street East Dickinson, ND 58601 701-483-7777	N	

9	KUMV-TV Debi Burton 602 main Street Williston, ND 58801 701-572-4676	N	
10	KVLY-TV Charley Johnson 1350 21st Ave South Fargo, ND 58103 701-237-5211	N	
11	NAB Career Center 1771 N Street NW Washington, DC 20036 202-429-5300	N	
12	Colorado Broadcasters Association 2042 Boreas Rd Breckenridge, CO 80424 <a href="mailto:cobroadcasters@earthlink.com">cobroadcasters@earthlink.com</a> 970-547-1388	N	4
	directs to careerpage.org		
13	Mesa State College attn: Dan Flanickan attn: Regis Tucci <a href="mailto:rtucci@mesastate.edu">rtucci@mesastate.edu</a> 970-248-1665	N	
14	KAUZ-TV Attn: Kyle Williams P.O Box 2130 Wichita Falls, TX 76307	N	
15	KSFY-TV 300 N Dakota Ave Ste#100 Sioux Falls, SD 57104 Attn: Kelly Manning	N	
16	KHAS-TV 6475 Osborne Dr West Hatings, NE 68901 Attn: UlyssesCarlini	N	
17	KNOP-TV 8020 North Highway 83 North Platte, NE 69101 Attn: Lewys Carlini	N	
18	KREX-TV Website <a href="http://www.krextv.com">www.krextv.com</a>	N	16
19	Medialine Attn: Mark Holloway <a href="http://www.medialine.com">www.medialine.com</a>	N	
20	Employee/Outside Referral	N	10

21	KREX-TV on air ad	N	14
22	KREX Job Fair	N	
23	KREX Bulletin Board	N	1
24	Colorado Mt News	N	
25	Mesa County Workforce Center online website	N	
26	Monster.com	N	
27	John Deer Agency	N	
28	Production Hub	N	
29	Media Match	N	
30	Hoak Media Website	N	
31	Montrose Daily Press 3684 N Townsend Ave Montrose, CO 81401	N	
32	Ohio Center for Broadcasting Jim Murphy jmurphy@beonair.com	N	
33	Indeed.com	N	2
34	Walk in	N	1

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**III: Recruitment Initiatives**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
1	Mesa State Business Ethics/Mass Communication Classes	Local Marketing Consultant Kevin McChesney is a guest lecturer to the Business Ethics and Mass Communication Classes at our local Mesa State College on various topics concerning the Television industry, the classes were taught for Professor Dan Flenigan-Professor of Marketing and Professor Tucci-Professor of Ethics. These lectures were done on the following days: 3/13/13 and 4/3/13. Kevin is also a non-faculty advisor for the college radio station KMSA.
2	Other Activities	KREX, KREY and KREG-TV participated and sponsored the Mesa State College Career Fair on March 7th, 2013
3	Other Activities	KREG-TV's Chief meteorologist Greg Rule does a weekly segment to get kids interested in weather by picking a child to be a Junior Forecaster every week in our Friday newscast. This gets kids involved in our news product and possibly a career in television.
4	Other Activities	KREX, KREY and KREG-TV participated in the Colorado Broadcasters Virtual job fair 9/16/13-9/22/13. One minute commercials were produced with a script provided by the CBA and ran across all platforms encouraging people to go online and check out job opportunities within a television station.